



March 31, 2026

Company Name	Sanden Corporation
Name of Representative	Xu Zhan Representative Director & President (Securities code: 6444; TSE Standard Market)
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## Notice Regarding the Approval of the Resolution on the Introduction of a Performance-Linked Restricted Share Compensation Plan

Sanden Corporation (the “Company”) hereby announces that, as stated in the “Notice Regarding the Introduction of a Performance-Linked Restricted Share Compensation Plan” dated February 13, 2026, the proposal to introduce a performance-linked restricted share compensation plan (the “Plan”) as part of the review of the Company’s compensation plan for directors (excluding outside directors; the same applies hereinafter) was submitted to the Company’s 100th Ordinary General Shareholders Meeting held today (the “General Meeting of Shareholders”) and was approved as originally proposed. The details are as follows.

### 1. Purpose, etc. of the Introduction of the Plan

The Company will introduce the Plan for the purpose of providing an incentive for directors to improve the Company’s corporate value in the medium- to long-term by making more explicit the linkage between directors’ compensation and the Company’s performance and share value, while also with the aim of further advancing value sharing between directors and the shareholders of the Company.

In addition, the Company intends to extend a compensation plan similar to the Plan to executive officers who do not concurrently serve as directors and certain employees.

### 2. Overview of the Plan

For an overview of the Plan, please refer to the “Notice Regarding the Introduction of a Performance-Linked Restricted Share Compensation Plan” dated February 13, 2026.